Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

*Fair, safe and productive workplaces*

Labour Program

# Workplace Bulletin

March 31, 2011

Également disponible en français

## Sixth Issue of the *Labour Focus* Newsletter

The Labour Program has launched the sixth issue of the quarterly newsletter *Labour Focus*. It is filled with articles, announcements, tips and facts, and information about Labour Program events, policies and programs. Go ahead and take a look!

The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

## In this issue

*Page*

Recent Collective Bargaining Settlements ..... 1

Key Negotiations ..... 2

Major Work Stoppages ..... 6

Readers' Corner ..... 6

Coming Up in the Next Issue .... 7

For More Information ..... 7

Mailing List
Add or Remove My Name ..... 7

## Recent Collective Bargaining Settlements

Summary reports of collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

| Province, Employer, Union, Bargaining Unit, and File Number | Settlement Month/Year |
|---|---|
| **Ontario**<br>City of Greater Sudbury<br>Canadian Union of Public Employees<br>530 outside employees and 970 inside employees<br>**1302603** | Jun 10 |
| **Manitoba**<br>Springhill Farms and Freezerco<br>United Food and Commercial Workers Canada<br>540 plant and maintenance employees, truck drivers and loaders<br>**1406001** | Feb 10 |
| **Alberta**<br>City of Edmonton<br>Edmonton Police Association<br>1,590 police officers<br>**0726412** | Apr 10 |

Canada

*Negotech*, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

# Key Negotiations

## Covering 500 or more employees across Canada

Please note that starting with this issue of the Workplace Bulletin, the update on Key Negotiations will be available at the end of each month rather than twice a month. The next update on the Key Negotiations will be published on April 29, 2011.

| Employer | Union | Employees | Status | Expiry Month |
|---|---|---|---|---|
| **Federal Jurisdiction, Public Sector** | | | | |
| ***Ontario*** | | | | |
| City of Ottawa - OC Transpo | ATU | 2,350 | Bargaining | Mar 11 |
| ***Saskatchewan*** | | | | |
| Saskatchewan Telecommunications | CEP | 3,460 | Bargaining | Mar 10 |
| ***Multiprovince*** | | | | |
| Government of Canada | Various unions | 70,780 | Bargaining | Dec 09/Dec 11 |
| Canada Post Corporation | CUPW | 54,000 | Arbitration/ Conciliation | Sep 09/Jan 11 |
| **Federal Jurisdiction, Private Sector** | | | | |
| ***Manitoba*** | | | | |
| MTS Allstream Inc. | CEP/IBEW | 2,150 | Bargaining | Dec 10/Jan 11 |
| ***British Columbia*** | | | | |
| British Columbia Maritime Employers Association | ILWU Canada | 4,500 | Mediation | Mar 10 |
| ***Multiprovince*** | | | | |
| Air Canada | Various Unions | 26,180 | Bargaining/ **Upcoming/** Tentative settlement | Feb 11/Mar 11 |
| TELUS Corporation | TWU | 13,700 | Bargaining | Nov 10 |

| Employer | Union | Employees | Status | Expiry Month |
|---|---|---|---|---|
| **Federal Jurisdiction, Private Sector (continued)** | | | | |
| ***Multiprovince (continued)*** | | | | |
| NAV CANADA | CAW-Canada | 2,950 | Bargaining/ Arbitration | Apr 10/Mar 11 |
| Greyhound Canada Transportation Corp. | ATU | 950 | Bargaining | Mar 11 |
| **Provincial and Territorial Jurisdictions, Public Sector** | | | | |
| ***Nova Scotia*** | | | | |
| Government of Nova Scotia | NSTU/CUPE | 11,650 | Bargaining/ Conciliation | Oct 09/Jul 10 |
| Capital District Health Authority | NSGEU | 8,350 | Conciliation | Oct 10 |
| Health Association Nova Scotia | NSNU | 4,610 | Bargaining | Oct 09 |
| Cape Breton-Victoria Regional School Board | CUPE | 1,400 | **Upcoming** | Apr 11 |
| ***New Brunswick*** | | | | |
| Government of New Brunswick | NBUPPE/CUPE | 5,860 | Bargaining/ Conciliation | Feb 09 - Dec 09 |
| Government of New Brunswick | NBNU | 5,800 | **Upcoming** | Dec 10 |
| ***Quebec*** | | | | |
| Ville de Montréal | Various unions | 15,700 | Bargaining/ Arbitration | Dec 06/Dec 10 |
| Gouvernement du Québec | Various unions | 8,260 | Bargaining/ Mediation/ Tentative settlement | Mar 10 |
| Ville de Québec | Various unions | 3,100 | Arbitration | Dec 06/Dec 10 |
| Management Negotiating Committee for Boards | Fédération indépendante des syndicats autonomes | 1,020 | Tentative settlement | Mar 10 |
| Le Réseau de transport de la Capitale | Confédération des syndicats nationaux | 920 | Bargaining | Jun 09 |

## Provincial and Territorial Jurisdictions, Public Sector (continued)

| Employer | Union | Employees | Status | Expiry Month |
|---|---|---|---|---|
| ***Ontario*** | | | | |
| Ontario Hospital Association | ONA/OPSEU | 57,970 | Bargaining | Mar 11 |
| Universities | Various unions | 13,330 | Bargaining/ Conciliation | Jun/Aug 10/Apr 11 |
| Toronto Transit Commission | ATU | 8,970 | **Upcoming** | Mar 11 |
| Toronto Police Services Board | Toronto Police Association | 7,630 | Bargaining | Dec 10 |
| Caesars Windsor, operated by Windsor Casino Limited | CAW-Canada | 3,000 | **Upcoming** | Apr 11 |
| City of Toronto | IAFF | 3,000 | Bargaining | Dec 09 |
| Red Cross Community Health Services, Ontario Zone | SEIU | 3,000 | Bargaining | Mar 11 |
| London Health Sciences Centre | CAW-Canada | 1,190 | Bargaining | Oct 10 |
| ***Manitoba*** | | | | |
| City of Winnipeg | Various unions | 7,740 | Bargaining | Dec 10/Jan 11 |
| ***Saskatchewan*** | | | | |
| Government of Saskatchewan | STF | 12,000 | Conciliation | Aug 10 |
| SaskPower | CEP/IBEW | 2,080 | Bargaining/ Conciliation | Dec 09 |
| City of Saskatoon | CUPE | 1,490 | Bargaining | Dec 09 |
| ***Alberta*** | | | | |
| Alberta Health Services | AUPE/HSAA | 34,000 | Bargaining | Mar 11 |
| Government of Alberta | AUPE | 22,000 | Bargaining | Aug 10 |
| City of Edmonton | Various unions | 9,640 | **Upcoming** | Dec 10 |
| City of Calgary | Various unions | 8,210 | **Upcoming** | Dec 10/Jan 11 |
| ***British Columbia*** | | | | |
| Community Social Services Employers Association | BCGEU | 15,000 | Bargaining | Mar 10 |
| Coast Mountain Bus Company | CAW-Canada | 3,900 | **Upcoming** | Mar 11 |
| City of Vancouver | IAFF/BCFPO | 2,150 | Bargaining/ Tentative settlement | Mar 10 |

| Employer | Union | Employees | Status | Expiry Month |
|---|---|---|---|---|
| **Provincial and Territorial Jurisdictions, Public Sector (continued)** | | | | |
| ***Nunavut*** | | | | |
| Government of Nunavut | PSAC | 2,100 | Bargaining | Sep 10 |
| **Provincial and Territorial Jurisdictions, Private Sector** | | | | |
| ***Ontario*** | | | | |
| Hamilton Steel GP Inc. | USW | 2,400 | Work stoppage | Jul 10 |
| Central Care Corporation | Various unions | 1,660 | Arbitration | Mar/Apr 10 |
| ***Alberta*** | | | | |
| Construction Labour Relations Association of Alberta | Various unions | 34,000 | Bargaining/ Tentative settlements | Apr 11 |
| Canada Safeway Limited | UFCW Canada | 10,725 | Bargaining | Mar 10 |
| XL Foods Lakeside Packers | UFCW Canada | 2,100 | Bargaining | Dec 09 |
| ***British Columbia*** | | | | |
| Construction Labour Relations Association of British Columbia | Various unions | 35,000 | **Upcoming** | Apr 10 |
| Interior Forest Labour Relations Association | USW | 4,000 | Bargaining | Jun 09 |
| Pacific Newspaper Group Inc. | CEP | 950 | Bargaining | Nov 10 |
| Finning Canada | IAMAW | 650 | **Upcoming** | Apr 11 |

**Note:** The short dash ( - ) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2009 to January 2010 inclusively, and their expiry dates are presented by this short form: **Sep 09 - Jan 10.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2009 or April 2010, and their expiry dates are presented by this short form: **Jul 09/Apr 10.**

# Major Work Stoppages

Involving 500 or more employees, from **March 11 to March 24, 2011**.

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

| Employer, Location, Union and Employees | Issues | Starting | Ending |
|---|---|---|---|
| Teck Resources Ltd.<br>Sparwood, British Columbia<br>United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union<br>(700 mine employees) | Pension plan | January 30, 2011 | |
| US Steel Canada Inc.<br>Hamilton, Ontario<br>United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union<br>(939 steelworkers) | Not available | November 7, 2010<br><br>Lockout | |

# Readers' Corner

The Service Canada and Human Resources and Skills Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

## People with Disabilities in the Workplace

People with disabilities often struggle to find employment or are underemployed, working in jobs that do not match their skills or interests. Employers may shy away from hiring them due to fears of accommodation costs or the perception that someone with a disability is less capable of doing the work than someone without one. Not only is this not the case, but legislation such as the *Employment Equity Act* requires employers to make reasonable accommodations for people with disabilities. The Treasury Board and the Public Service Commission also have a Policy on the Duty to Accommodate Persons with Disabilities in the Public Service that aims to remove barriers to employment, career development, and promotion. The selected books provide practical advice for creating jobs that will match individuals' talents to employers' needs, thereby enabling employers to hire from a broader range of applicants.

See the Readers' Corner for reading material on "People with Disabilities in the Workplace". Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the Library Web site.

## Coming Up in the Next Issue

- Wage Settlements—**February 2011** Analysis and Wage Data
- Major Work Stoppages—Update

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Inquiry Line: 1-877-259-8828 (toll-free number)
819-997-3117 (Ottawa-Gatineau area)

## Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

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